

Embracing The Social Enterprise

SumTotal Social Collaboration encourages new forms of learning, recruiting, networking, community and group development, and knowledge sharing and collaboration.



Use of social collaboration tools in the context of HR is poised for the largest growth among all HR technologies. The application of social concepts to learning, community development, knowledge management, and hiring are where the most significant impacts will be seen within HR. Social collaboration within recruiting and hiring is currently the most widely leveraged today, primarily as a means to expand online recruiting efforts.

Unlike popular external tools such as Facebook, MySpace, or LinkedIn, SumTotal Social Collaboration enables companies to maximize the value of social collaboration without the risk or liability of employees using external networks not within organizational control.

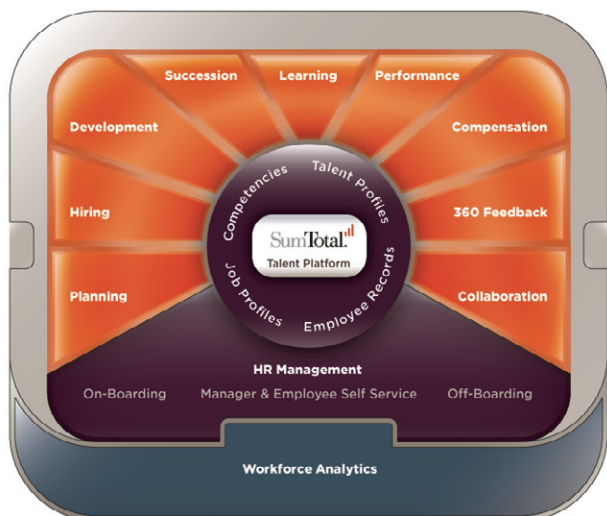
Top 5 Applications of Social Networking to HR*

1. Component of Learning Management
2. Community & Group Development
3. Knowledge Management
4. Networking & Introductions
5. Help with Hiring & Recruiting

*Source: SumTotal Research, 2009 State of Global Talent Management survey

Key Benefits

- Improve overall workforce performance and time-to-productivity by getting people on-boarded and connected faster
- Encourage learning, collaboration, and knowledge sharing by enabling employees to publish, discover, and share corporate knowledge and content
- Leverage networking and discussion forums to facilitate expert location and development of new groups and communities
- Exploit competencies, talent profiles, employee records, job profiles, organizational goals, workforce metrics, and employee relationship information to enable new forms of collaboration
- Use wikis, blogs, and discussion forums as a means of communication and engagement with employees
- Explore how new technologies will impact your business, culture, and workforce



Key features of SumTotal Social Collaboration include:

- **Create Connections:** Enable employees to create informal networks. These networks are proven to help employees connect to the right person faster, improving overall performance.
- **Create & Join Groups:** Enable employees to leverage the power of communities and groups. Groups can share information using wikis, blogs, and discussion forums, thereby facilitating collaborative learning and connection development (i.e., networking). These associations lead to significantly faster time-to-productivity and better employee retention.
- **Self Publishing:** All employees can publish content and ideas using their own wikis, blogs, and discussion forums.
- **Learning Communities:** Learning administrators can have participants automatically become part of a course group, enabling them to share stories and best practices on applying what they have learned.
- **Group Directory:** Easily view and search for groups and communities to join.

Cross-Functional Benefits

SumTotal uniquely provides native integrations from Social Collaboration to other core talent processes in order to support a holistic, end-to-end talent management strategy.

- **Learning Management:** Learners can join course groups, enabling them to share stories and best practices on applying what they have learned
- **On-Boarding:** Network creation (e.g., introductions) and communities-of-interest can accelerate new hire on-boarding
- **Recruiting & Hiring:** Job requisitions can be automatically posted to external social networks

“When we were evaluating the different options that we had for implementing a platform to run across all of our different business units, SumTotal was the only one that actually had all of the modules we needed in one integrated solution.”

Veronica Elizondo
Director of Human Capital Projects
ALFA

About SumTotal

SumTotal Systems, Inc. is the global leader in complete talent management software that enables organizations to more effectively drive business strategy. Recognized by industry analysts as the most comprehensive talent management solution, SumTotal provides full employee lifecycle management, including a core system of record, from a single provider for improved business intelligence. The company offers customers of all sizes and in all industries the most flexibility and choice with multiple purchase, configuration, and deployment options. With more than 1,800 customers and 25 million users worldwide, we have increased the performance of the world's largest organizations.

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